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19 February 1982

C/DDS&T/Admin  
Room 6E45, Headquarters

DDS&T/Exec

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FBIS NOTICE

No. 82-3  
18 February 1982

SUBJECT: Termination of Foreign National Employees

1. On 25 January 1982 the DCI delegated to the Director, Foreign Broadcast Information Service, authority to terminate foreign national personnel of FBIS. The delegation of authority was effected "to assist in the more efficient management of these employees." This action was said to be "consistent with the existing practice for similar personnel of the Foreign Service" (where Chiefs of Mission handle FSN disciplinary actions with no review or appeal), and is also consistent with [redacted] which states that with regard to grievances of foreign national employees "their highest level of appeal will normally be to the head of the headquarters component charged with responsibility of managing the field activity with which they are associated; ... e.g., the Director of FBIS ...."

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2. In view of the above delegation of authority, an Independent Review Panel is hereby established to provide review and advice to the Director, FBIS on recommendations from the Operations Group on termination of foreign nationals. The IRP will check the written record to ensure that the individual case has been fully considered and that separation is the proper course of action. The IRP will consider whatever appeal the individual has made in making its recommendation to the Director, FBIS. Once a recommendation from the Operations Group has been received for termination, and the case reviewed by the IRP, the decision of the Director, FBIS will be final.

3. Initial members of the Review Panel will be as follows:

[redacted] chairman; [redacted] members; [redacted]  
[redacted] panel secretary.

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